

May 14, 2007

Re: Allegations of Insubordination and Reassignment

From: Shedeidra Edge

To: Palm Beach County Board Members
CC: Dr. Arthur Johnson, and Human Relations

There are some issues I would like to discuss concerning the way Jupiter High School treated me as one of their employees. First, I would like to add that before I accepted the job at Jupiter High School, I informed Dr. Paula Nessmith, Principal and Joan Crawford, Head Secretary, that Jupiter High School was a quite distance from my home. The reason I let them know this before I accepted the position is because one of the two vehicles at my home was unreliable. That would only leave my family and I with one reliable car. In addition, I felt compelled to let Dr. Nessmith know that I had two small children that were born prematurely and that they were my first priority before I left home. I was assured that, although I would take a cut in pay for the position at Jupiter High; that they would be flexible with my hours to help accommodate my situation for all involved.

I accepted the position at Jupiter High School and about a week or so later, Kim Barker also accepted a position. From day one Kim Barker was allowed to come in and out and work on certain days to accommodate her other job in which her boyfriend employed her. I had no complaints, as I was confident that in the event my car broke down, they would certainly work with me, however I was wrong. When my car broke down, I immediately told Dr. Nessmith about my situation. She said we could work something out. I mentioned to her that I could come in early as my fiancé could drop me off and take our children to school before he went to work. She said she did not need anyone there early. I explained that although I would be dropped off early I would just wait for my job to begin. Dr. Nessmith said No! I explained to her that I cherished my job and she agreed to help me before I accepted the position. If this was not possible I told her I might have to get a job closer to home. She told me that she would give me a bad recommendation and would do everything in her power to make sure I didn't leave Jupiter High as I was needed. Having a good work ethic, I was upset that she went back on her word. She said she didn't want anyone there early due to security issues.

Shortly after, Kim Barker, who was hired after me and resides about five minutes from the school, was accommodated to start early so that her hours wouldn't interfere with her other job. I asked Dr. Nessmith why she would accommodate Kim and not me. She said it was a good decision for the school. Ironically, Kim began eating lunch with the Principal and her secretary. Things got worst but I came in everyday. I came in a bit later as I had to get everyone in my family to their destinations before arriving to work. To make up time I would skip my lunch or I would stay late which was allowed. I was then told I could no longer skip my lunch or make up time and that each minute would be deducted from my pay. I don't know why I was being punished.